

A GUIDE TO ESTABLISHING A TIME BANK WITHIN A PRISON

RECOMMENDATIONS AND RESEARCH EVIDENCE
ON PRISON-LINKED TIME BANKS



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Introduction

This guide is an outcome from a research project – a feasibility study on establishing a time bank within HMP & YOI Cornton Vale prison. Its aim is to introduce the readers to time banking and to inform the third sector about the possibilities of expanding time banks by making links with prisons. Throughout the chapters it will be suggested that volunteering through time banks can bring a lot of benefits not only to ordinary time banking members but to prisoners as well. The guide will evaluate how time banking can influence the rates of reoffending, if not directly, but by improving prisoners' emotional well-being. In order to do so the available literature based on recidivism (a person's relapse into criminal behaviour) will be reviewed. A part of this document is dedicated to a HMP & YOI Cornton Vale Time Bank Feasibility Study which aimed to evaluate the feasibility of establishing a time bank within this institution. The outcomes of the research will be analysed for the benefits of other time bank feasibility research projects and will also make some suggestions for the new establishments of prison-linked time banks.

Time Banking

- Time banking is a type of volunteering based on the exchanges of favours and services among the individuals within a certain community while using time as the main currency. One hour of un-paid work equals one time credit and all types of favours have equal worth.
- It was first established by Dr Edgar Chan in 1990s in America and now operates across the world.
- Each individual decides what kind of favour s/he can give and what they would like to receive.

Examples of services being provided in various time banks¹:

Service Category	Examples
Arts and Crafts Production	Arts and crafts, artwork
Beauty and Spa	Haircut, massage, facial
Cleaning, Light Tasks and Errands	Cleaning, mending and alterations, errands
Computers and technology	Computer repair, audio/video production
Construction, Installation, Maintenance and Repair	Carpentry, painting, yard/garden maintenance
Entertainment and Social Contact	Companionship, performances, telephone assurance
Events and Program Support	Assistance with project/event, committee meetings
Food Preparation and Service	Cooking, catering
Health and Wellness	Yoga, acupuncture, meditation
Office and Administrative Support	Clerical help, bulk mailing
Sales and Rentals of Items	Purchase of used goods, space rental
Transportation and Moving	Moving assistance, hauling
Tutoring, Consultations and Personal Services	Lessons, tutoring, child care

- Time Banking works by making exchanges of services and helping individuals to help each other and also nurture their own community.
- Individuals have time credits 'accounts' where their hours are tracked by a time broker who makes sure that everyone is earning as well as spending their time credits.
- Favours can not only be exchanged between two people but also among any of the time bank members within that particular community, so there is no need to help the person who helped you in the first place.

¹ Collom, E. (2012) Key Indicators of Time Bank Participation: Using Transaction Data for Evaluation, *International Journal of Community Currency Research*, 16(A), pp. 18-29.

- If a person does not use as many time credits as they gain, s/he can donate those credits to a time credits 'pot' which is for everyone's use.
- Time banks vary in sizes and structure but they are all based on the main time banking values.

5 Core Time Banking Values

Edgar Cahn dedicated a big part of his book 'No More Throw-Away People: The Co-Production Imperative' to co-production's core values². He introduced them as a base to a successful exercise of co-production and then applied them to the time banking system of exchange. Some even argue that those exercised values of time banking benefits its members in terms of physical, human, social and cultural capital³. The descriptions of the time banking values are indicated below:

Everyone Is an Asset

Everyone can contribute to the wealth and well-being of any society. To empower each individual in our community we must recognise that each of them has something valuable to offer and contribute. What is more, time banking honours the currency that we give and receive to each other, and work to restore dignity in asking for help. For most of the volunteers it is easier to help someone than to ask for help themselves, but time banking changes this. Whilst everyone is an asset, everyone needs someone else's assets from time to time. Every little action of help is considered as a great example of valuably spent time.

Valuing Work beyond the Monetary Price

Time banking works by removing the monetary price and establishing a different system of exchanges. It looks away from the mainstream economic system which values just specific skills and undervalues the rest of human assets. Time banking acknowledges an invisible economic system, which is the family and community. This economy should be valued as equally, if not more so, then the market one. By removing the cost of services, time banking allows a community's economy to be recognised from a different point of view – individuals' acts are valued by someone else appreciating their time, rather than specific talents or knowledge being judged or credited. The basic argument of the removal

² Cahn, S.E. (2004) *No More Throw Away People: The Co-Production Imperative*, Washington DC: Essential Books.

³ Ozanne, L. K. (2012) *Learning to Exchange Time: Benefits and Obstacles to Time Banking*, Christchurch: University of Canterbury.

of the price or cost is that until we say that our time given for each other and our community has value, society as a whole will not value ordinary pricing either.

Reciprocity

Time banking acknowledges the importance of a two- way process – giving and receiving. When they are both combined no one feels guilty for asking stranger for a favour because he or she helps other as well. It is natural for people to want to “pay back”, but in time banking, one person always pays it forward, i.e. if you do someone a favour the receiver does not necessarily pay you back, the receiver might help another person and never do you a favour in exchange. This is because time banking works on unstructured net principles rather than the exchange of favours between two people. In every exchange, givers and receivers are on equal ground no matter what kind of services they offer.

Reciprocity is defined in a higher form than barter, and also recognizes the imperative to honour receivers of charity by allowing them to share their strengths as well.

Social Networks

Social networks are necessary because we need each other. Supporting each other through informal networks builds reliance, support and strength; communities are built on these roots. Together we are stronger - we can do much more together than we can do alone. Time banking builds social capital, which is a network of local, reliable support, so that what we give to others will be available to us or our loved ones when we need it. People involved in a time bank rely on each other, and work to bring others into the Time Bank that will make the network stronger and provide a larger range of services.

Respect

Time banking accepts various people for who they are and does not expect them to be different. Members acknowledge each other with respect and are accountable to each other. In order to build relationships of trust, everyone tries to make their requests and offers timely, communicate honestly and in a timely manner and treat everyone fairly. The leader of a time bank is responsible to guide members' actions and to make sure that exchanges are made in a safe and pleasant manner.

You can get more information about time banking online:

<http://www.timebanking.org/>

<http://www.timebank.org.uk/>

<http://www.timebanks.org/>

Prison-linked Time Banking

Different time banks represent different kinds of communities and their members are the ones who shape the way time banks work. Following that, a time bank in prison is shaped by prison staff and prisoners themselves. Prison has its own community which consists of the environment, individuals and the possibility of improvement through the exchanges of favours.

How Can A Time Bank Work In Prison Environment?

A time bank can work in prison in three ways:

➤ **An Ordinary Time Bank**

A time bank in prison can work as any other time bank – prisoners can make exchanges of favours amongst themselves. Because of the different environment, those favours would be different from ordinary time banks but there are still many possibilities.

Prisoners can help each other by providing mentoring support or by listening to someone (e.g. Samaritan listening), teaching/learning various crafts, helping with decorating, assisting each other when writing a letter or some document (e.g. CV, covering letter or family correspondence), entertaining others by reading or stand-up comedy, writing for a prison's newsletter, running a yoga class or any other fitness class..

A prison-linked time bank can work the same as an ordinary time bank within a small community.

Time spent when doing someone a favour would be recorded by the prisoners themselves or by a prison officer. As well as keeping the time credits records, the time broker would make sure that everyone is on equal grounds and that time bank members are earning as well as spending time credits. That person would also be able to provide prisoners with information on how the time bank is doing, how many hours have been exchanged in a given period of time so as to reflect on the impact of time banking on the prison's community.

➤ **A Time Bank Linked With Other Time Banks**

Prison time banks could also be based on links with other time banks. In this case, prisoners could earn time credits by doing someone a favour but instead of spending the time credits themselves, they could donate those credits to other time banks outside the prison. If there is a possibility to donate credits to various time banks, prisoners should decide themselves which time banks they would like to donate credits to. One might want to donate to any time bank whereas others might prefer to donate time credits to their home community's time bank.

Moreover, those time banks which accepted the donations, then could allow their members to use donated credits for their use. In exchange, prisoners cannot receive a favour from the person outside the prison but it would be considerably nice if an inmate can find out how his/her donated credits were spent and by who. This allows prisoners to make a positive impact on other people's lives and to change their own attitudes around help and support in contrast to offending.

Instead of spending the time credits themselves, prisoners can donate them to other time banks for their members' use.

Furthermore, if an inmate has friends or family members in the area where a time bank exists, donated credits can then be used by them. In this case the time broker would allocate the prisoners time credits to their family to use as well as encouraging them to do favours to other time bank members.

Lastly, after the release from prison, ex-prisoners could use their earned time credits by receiving favours from members of the time bank time that the credits were sent to.



- Prisoners volunteer and gain time credits.
- Time credits are donated to a partner time bank.
- Time bank members or prisoners' families can use the donated time credits.
- Prisoners receive feedback from the time broker about how their donated time credits are spent.

➤ A Combination of Two Above

Prisoners could both exchange the time credits among themselves and donate them to other time banks. There are no strict rules on how a time bank within a prison should operate so it could be shaped according to the prisoners' and staff's needs and expectations.

For details about setting up a prison-linked time bank see page 30.

Why should time banking be attractive to prisons?

Time banking in prison could extend the number of available volunteer opportunities and the amount of purposeful activities for prisoners. Because it is important to keep the prisoners busy and out of their cells during the day as much as possible, time banking can be something valuable to include in the

Time banking does not only improve prisoner's well-being but can also prevent from reoffending.

inmates' daily routines. It can also make volunteering more attractive by adding even more opportunities to take part. The extension of volunteering by time banking means that prisoners get involved in even more good work, they receive more positive recognition from the prison staff and their families, and are encouraged and motivated to use their own assets as well as being provided with an opportunity to make connections with outside communities. Accordingly, time banking in prisons can be beneficial not only to prisoners but also to many other time banking members outside of prison. Most importantly, time banking can not only improve prisoners' emotional health and well-being but can also reinforce the ability to desist from future crimes.

Reducing Reoffending and Time Banking

One of the main reasons for establishing a time bank within a prison is its ability to contribute to the reduction of reoffending rates. Reoffending is seen as one of the most challenging problems within the criminal justice system set in Scottish Government – almost half of all crime is committed by people who have already been through the criminal justice system⁴. The prevalence of reoffending demonstrates how ineffective the measures designed to tackle it are. This chapter will assess the different causes of re-offending and the measures taken to reduce it while focusing on those causes that can be related to volunteering and time banking. We do not have any evidence at the moment that time banking can make some influence on reoffending rates but this report try to explore the possibilities of it.

Facts on Reoffending

- Prisons do not reduce reoffending well enough. 47% of adults reconvict within one year of release. If the sentence is shorter, this percentage increases⁵.
- Almost three quarters of under 18 year olds reconvict within a year of release. Reconviction rates decrease considerably in offenders in their mid-20s and early 30s⁶.
- 2010 data shows that 45% of ex-prisoners reconvicted within one year⁷.
- Those prisoners who were in employment before imprisonment are 25% less likely to reconvict in the year after release compared to those who were not working⁸.

⁴ Home Office (2015) *2010 to 2015 Government Policy: Reoffending and Rehabilitation*, London: Ministry of Justice.

⁵ Grimwood, G., G., Berman, G. (2012) *Reducing Reoffending: The 'What Works' Debate*, London: House of Commons Library.

⁶ Ministry of Justice (2013) *Proven re-offending quarterly July to June 2011*, London: Ministry of Justice.

⁷ Ministry of Justice (2012) *Women and the Criminal Justice System*, London: Ministry of Justice.

- Three quarters of prisoners believe that having a job is an important factor in stopping reoffending⁹.
- In 2007/8 reconvictions by all recent ex-prisoners cost the UK economy around £11 billion.
- The Scottish Government estimated that it spent £128 million on reducing reoffending in 2010/11 for rehabilitation and reintegration.
- More than two thirds of people convicted in 2010/11 were repeat offenders¹⁰.
- Men reoffend more than women and they usually have different reasons for doing so¹¹.

These facts and figures show that reoffending persists and is a major problem in the criminal justice system, and that different age and sex groups have different experiences of it. It is also recognised that the means of reducing reoffending are extremely costly. As this money is generated by taxpayers, it follows that it is in society's best interest to tackle this problem better.

Why does reoffending occur?

Offenders have a range of various socio-economic and personal problems which are less common in the lives of the general public. These are mainly drug and alcohol misuse problems, experiences of neglect and abuse, unemployment and other debt issues, homelessness and mental health problems. As well as these problems, pro-criminal attitudes which provide a form of status and/or identity also

Offenders face socio-economic inequalities which are not as common in mainstream society.

greatly influence the likelihood of reoffending. Offenders not only experience such problems but usually undergo a combination of several of them. These vary from individual to individual and so it is important to routinely assess various offenders' needs as a part of offender management practice. A series of the socio-economic factors mentioned above are often associated with an increased risk of offending and reoffending. Also, different factors can be associated with different types of crime with varying degrees of severity. For instance, binge drinking is associated with aggressive behaviour and public violations.

⁸ Ministry of Justice (2012) *The Pre-custody Employment, Training and Education Status of Newly Sentenced Prisoners*, London: Ministry of Justice.

⁹ National Audit Office (2010) *Managing Offenders on Short Custodial Sentences*, London: The Stationery Office.

¹⁰ Audit Scotland (2012) *Reducing Reoffending In Scotland*. Edinburgh: Scottish Executive.

¹¹ National Audit Office (2010) *Managing offenders on short custodial sentences*, London: The Stationery Office.

If an offender is not ready or not willing to change pro-criminal attitudes, s/he is more likely to reoffend in the future.

Factors that influence reoffending can be separated into two groups – static and dynamic. Static factors, such as age and gender, cannot be altered even though they are usually among the strongest predictors of

reoffending. Dynamic factors, such as employment, drug use and pro-criminal attitudes, can be changed and can have a great influence on offender's behaviour.

Description of the dynamic factors influencing reoffending:

Dynamic Factor	Description
Drug and alcohol misuse	There is a causal link between a drug and alcohol misuse and offending. However, the links between the drug use and reoffending are complex because they are usually interlinked with other social or personal factors ¹² .
Impulsivity and low self-control	Impulsivity has been identified as a significant factor of various offences, in particular violent crime. A temperament which is highly impulsive and sensation-seeking has been identified in a number of theories of anti-social behaviour and so has been argued to lead to offending as well as reoffending ¹³ .
Attitudes that support crime	Attitudes that support crime are usually rooted deeply in individuals' personalities and greatly affect their criminal career. If an offender is not ready or not willing to change pro-criminal attitudes, s/he is more likely to reoffend in the future. This factor can be as significant as unemployment and homelessness with regards to contributing to reoffending ¹⁴ .
Social networks	Relationships with anti-social associates have been described as one of the most potent predictors of reoffending. However, the influence from others reduces in age and so older ex-prisoners are less likely to reoffend as a result of peer pressure ¹⁵ .

¹² Analytical Services (2013) *Transforming Rehabilitation: a Summary of Evidence on Reducing Reoffending*, London: Ministry of Justice.

¹³ Ministry of Justice (2010) *Compendium of Reoffending Statistics and Analysis*, Available: <http://www.justice.gov.uk/downloads/statistics/mojstats/spcr-full-tables-paper-5-2-prisoners-backgrounds-reconviction-a.xls>, [Accessed: 20/07/2015].

¹⁴ Raynor, P., Kynch, J., Roberts, C., Merrington, S. (2000) *Risk and Need Assessment in Probation Services: an Evaluation*, London: Home Office.

¹⁵ Cobbina, J. E., Huebner, B.M., Berg, M.T. (2012) *Men, Women and Post Release Offending: An Examination of the Nature of the Link between Relational Ties and Recidivism*, In: *Crime & Delinquency*, Vol.58, 3, p331-361.

Poor or lack of family/intimate relationships	Having positive relationships is widely considered as a significant factor in the desistance from crime. Prisoners who receive regular family visits have been found to be less likely to reoffend and more likely to take up employment or training and have accommodation arranged for their release, than prisoners who receive no family visits ¹⁶ .
Lack of employment	Lack of employment and steady income is often seen as the most significant factor influencing reoffending. It can also influence other factors, such as family relationships or drug misuse. Ex-offenders who find full-time jobs are considerably less likely to reoffend than those who get just part-time jobs or do not work at all ¹⁷ .
Suitable accommodation	Access to stable and appropriate accommodation is important to ex-prisoners in order for them to get on with their lives and become enabled to access employment and training opportunities which can continue the rehabilitation process that started in prison. Accommodation can also influence integration back into the community ¹⁸ .

Reoffending following the custodial sentence

Prison sentences are often used for rehabilitation purposes in order to deter criminals from crime. However, there is evidence that prison does not work in reducing reoffending and that at times it could even lead to higher offending rates.

The Ministry of Justice research tells us that offenders who have been released from prison and reoffended within a year often share some similar experiences. These are: higher numbers of previous prison sentences, experiences of additional punishment in prison (e.g. for breaking rules), being homeless prior to custody, use of illicit drugs, having an index offence which led to difficulties in finding employment. Those ex-prisoners who did not reoffend a year after their release usually had only one prison sentence; were employed before custody; reported fearing imprisonment; were older than 30; or had longer than one-year sentences¹⁹.

¹⁶ Ministry of Justice (2010) *Compendium of Reoffending Statistics and analysis*, London: Ministry of Justice.

¹⁷ Justice Analytical Services (2011) *What Works to Reduce Reoffending: a Summary of the Evidence*, Available: <http://scotland.gov.uk/Resource/0038/00385880.pdf>, [Accessed: 27/08/2015].

¹⁸ Analytical Services (2013) *Transforming Rehabilitation: a Summary of Evidence on Reducing Reoffending*, Ministry of Justice.

¹⁹ Analytical Services (2013) *Transforming Rehabilitation: a Summary of Evidence on Reducing Reoffending*, Ministry of Justice.

Reducing Reoffending

In order to break the cycle of offending, the UK and Scottish Governments has set out a number of measures to rehabilitate prisoners and reform their socio-economic lives. Criminal Justice Unit, in England and Wales, constantly invests in research to evaluate if current measures work, as does the Scottish Government and the Scottish Prison Service. These studies reveal that offenders can have multiple problems linked to their offending and, as follows, a varied combination of interventions is needed to address all of them. Furthermore, there is some evidence claiming that one kind of intervention alone, for example to address employment, would not work as efficiently as it would in combination with social, health and educational support²⁰.

The prison service is often keen to invest time and money resources in all kinds of purposeful activities, even the smallest or shortest ones. This allows offenders to take small steps towards making changes in personal and inter-personal developments in an optimised way. Other research even suggests that the measures taken to reduce reoffending within a prison should have continuity on release in order to guarantee their success. According to the researcher, this continuity is crucial to support the transition from the prison environment back into the community in order to reduce reoffending.

Accordingly, time banking makes links between prison and the community and, even though it is a small-scale intervention in relation to others, it can have a huge impact on the offenders' behaviour. The table below explores some of the factors that reduce reoffending, including the outcomes for offenders or the so called *Nine Pathways to Reducing Reoffending*, and makes suggestions on how time banking can contribute to them²¹.

Factors	Comments	The Contribution of Time Banking
Improving family relationships	There are some claims that strong and supportive intimate bonds with others help desistance from crime. For instance, strong partnerships with children provide an individual with something to lose if there is a return to prison. Most importantly, family and intimate attachments may give offenders a sense of purpose, meaning and direction.	The involvement in time banking can show prisoner's relatives and friends that he or she is doing something purposeful within prison and so can change their attitudes towards the offender. Also, the ability to donate time credits to a family member means that another sort of connection can be made, which can have a positive impact on the relationship and the family unit ²² .
Finding employment	Having a job can reduce the risk of re-offending by 30%. Many offenders have a poor experience of education and no experience of stable employment. This influences the circumstances that an	Volunteering is one of the ways to improve a prisoner's skills and employability at the same time. It gives them additional work-related experience which could be valuable in the future. Also, after leaving custody, prisoners can then continue

²⁰ Visher, C., Coggeshall, M.B., Winterfield, L. (2006) Systematic Review of Non-custodial Employment Programmes: Impact on Recidivism Rates of Ex-offenders, Campbell Systematic Reviews.

²¹ Analytical Services (2013) Transforming Rehabilitation: a Summary of Evidence on Reducing Reoffending, Ministry of Justice.

²² Ministry of Justice (2013) *Analysis of the Impact of Employment on Re-offending Following Release from Custody, using Propensity Score Matching*, London: Ministry of Justice.

	offender may find themselves in when committing an offence.	volunteering in different settings and so benefit further ²³ .
Having hope and motivation	A lot of prisoners have difficulties in believing in themselves and lack in positive thinking. A lack of self-worth can also be increased by imprisonment. In order to prevent these feelings leading to reoffending, a prisoner has to gain some hope and motivation to change, make a positive contribution to personal relationships as well as society.	Time banking allows prisoners to try out a new type of volunteering and to find out themselves the benefits it brings by experiencing the positive emotions associated with helping and connecting to others. We believe that volunteering can bring prisoners a desire to change and also motivation to do so. Making time credit donations to people that offenders do not know, and then finding out about the positive outcomes this has, can really motivate prisoners to continue using their own assets to improve prison as well as other communities ²⁴ .
Having something to give to others	Offenders often feel like they cannot give anything to others because they find themselves in financial and emotional debt. They also often feel bad asking for favours from others and not being able to 'pay' the supporters back. Accordingly, instead of looking for external support and help, offenders are looking for other means to achieve financial success, even though this could be illegal.	Time banking allows prisoners to give various people support and contribute to society. It is either direct help through volunteering or indirect through making time credits donations. Each of these gives the prisoners opportunities to have a positive influence on other people's lives and so increase their feelings of self-worth ²⁵ .
Having a place within a social group	Those who feel connected to others in a non-criminal community or group are more likely to stay away from crime. Social networks that help desistance include extended family, mutual aid groups, clubs and cultural or religious groups.	Time bank members and related staff in prison are encouraged to get together and reflect on the good works that they have done. Those meetings, where prisoners receive feedback from the outside communities can give a sense of belonging to a group which is leaving a positive print behind ²⁶ .
Being believed in	Because offenders are often struggling to believe in changing themselves, it is really important for them to be believed in by others. Interactions with those who are positive about their potential to change can have a significant impact on their feelings, and	Time banking acknowledges that everyone deserves a chance to change. It also believes that everyone has valuable assets to offer, no matter how insignificant they might seem to the offenders. By giving people a chance to earn time credits and spend or donate them, time banking shows prisoners that someone can

²³ Farrall, S. (2002) *Rethinking What Works with Offenders*, In: Maruna, S., Shover, N., Immarigeon, R. (2004) *After Crime and Punishment: Pathways to Offender Reintegration*, Cullompton: Willan Publishing.

²⁴ Farrall, S. (2004) *Social Capital and Offender Reintegration: Making Probation Desistance Focussed*, In: Maruna, S., Shover, N., Immarigeon, R. (2004) *After Crime and Punishment: Pathways to Offender Reintegration*, Cullompton: Willan Publishing.

²⁵ Maruna, S., Shover, N., Immarigeon, R. (2004) *After Crime and Punishment: Pathways to Offender Reintegration*, Cullompton: Willan Publishing.

²⁶ McNeill, F., Batchelor, S., Burnett, R., Knox J. (2005) *21st Century Social Work. Reducing Reoffending: Key Practice Skills*, Edinburgh: The Scottish Executive.

	in particular, motivation to improve.	believe in them, for example people from various communities, who gain their time credits donations ²⁷ .
Not having pro-criminal attitudes	Individuals' self-identity forms and shapes their daily life and various actions. Prisoners who do not define themselves purely as 'offenders' but see themselves as basically good people who made a mistake find it easier to give up criminal behaviour.	Time brokers assure offenders that they have something to offer to the community and so they could have a positive impact on other people's lives. As such, prisoners are shown different ways of interacting with people and the importance of their actions or influence on others ²⁸ . This encourages prisoners to reflect on their personality and decide if they want to change ²⁹ .

Purposeful Activity, Desistance from Crime and Time Banking

Purposeful activity is defined as any activity or interaction which improves well-being, promotes citizenship, develops learning and employability skills, builds life skills and motivates personal engagement with prison and community based services³⁰. The achievement of well-being can be reached by a combination of various activities and ways of thinking. Providing prisoners with activities that can help to transform their lives, fulfil their potential and help them to become responsible citizens are important tasks of the Scottish Prison Service. Purposeful activities are even more important for offenders leaving custodial sentences due to their influence on reintegration to the community and rehabilitation.

For a high proportion of offenders, prison becomes a place of settled and stable living that they have not experienced in a long time. This change makes it easier for prisoners and prison staff to address offenders' individual needs and to transform their daily habits. Furthermore, the more activities prisoners have, the less time they spend in their cells. Commitments to various activities are seen to be an important factor to tackle depression, low self-confidence and self-esteem.

The Scottish Prison Service (SPS) states that there are a number of activities that are not officially classified as purposeful but meet the criteria of supervised activity that can contribute to the reduction of reoffending³¹. The Scottish

Time Banking can be seen as a purposeful activity due to its advantages for prisoners and flexibility in making connections with communities.

²⁷ Dowden, C. and Andrews, D.A. (2004) The Importance of Staff Practice in Delivering Effective Correctional Treatment: a Meta-analysis, *International Journal of Offender Therapy and Comparative Criminology*, 48(2): 203-214.

²⁸ Safer Scotland (2006) *Reducing Reoffending: National Strategy For The Management Of Offenders*, Edinburgh: Scottish Executive.

²⁹ National Offender Management Service (2005) *The National reducing Re-offending Delivery Plan*, London: Home Office.

³⁰ The Scottish Parliament (2013) *Inquiry into Purposeful Activity in Prisons: Parliament 5th Report*, Edinburgh: Scottish Executive.

³¹ Scottish Prison Service (2014) *Delivering a Strategy for Purposeful Activity in the SPS*.

Parliament argues that the purposeful activities which are in the hands of prison staff are reliably delivered and coordinated by them. The reliance on staff also results in new opportunities to develop activities around existing experiences and skills, as well as flexibility for developing links with communities and local enterprises. Due to this, representatives of time banks can easily approach prisons and establish new prison-linked time banks which could be built on existing volunteering opportunities. Also, because time banking extends volunteering and makes the connections between prisoners and communities, time banking can be seen as a purposeful activity in itself.

Third Sector Involvement in Reducing Reoffending

Audit Scotland (2012) views third sector agencies work in prisons as an example of good practice and believes that their assistance has a positive impact on the rates of reoffending³². It has also been argued that the third sector is value driven and has a desire to meet the needs of people. These claims are supported by evaluations of a number of interventions which were delivered by the third sector.

A critical review found that the accomplishment of the third sector contribution to reducing reoffending was due to five main characteristics³³:

- ❖ Its capacity to develop innovative approaches to working with offenders
- ❖ Responsiveness and flexibility
- ❖ Strong roots in local communities
- ❖ Focus on partnership working and ability to bring different agencies together
- ❖ Its commitment to developing strong relationships with offenders, build on mutual respect and trust.

These characteristics clearly link to the factors known to be successful in changing offending behaviour. Thus, Partnership Development Initiative (2010) argues that there is a need for support in evaluation and analysis of the third sector interventions on the influence on rates of reoffending³⁴.

Conclusion

This chapter shows that reoffending persists to be a major problem in the UK. It affects offenders' and their family members' lives, costs a lot of tax payers' money and has a negative impact on community's safety. The Third Sector offers support to the Scottish Prison Service by providing assistance in constructing new volunteering opportunities and coordinating

Time banking influences offenders' well-being and feelings of self worth...

...this influences their pro-criminal attitudes...

...which in turn highly determines the likelihood to reoffending.

³² Audit Scotland (2012) *Reducing Reoffending In Scotland*, Edinburgh: Scottish Executive.

³³ Ministry of Justice (2013) *Transforming Rehabilitation: A Strategy for Reform*, London: Ministry of Justice.

³⁴ Scottish Third Sector Research Forum (2012) *Why involve the third sector in reducing reoffending?*

and developing time banking. Throughout the chapter it was argued that in theory time banking can have an impact on prisoners' well-being and so contribute to the reduction of reoffending. Time banking might not have a huge impact on all factors directly relating to a criminals' career (e.g. secure accommodation) but it could definitely have an appreciable influence on some of the factors which affect reoffending (e.g. skills development and employability) and especially the factors that relate to criminal attitudes.

Examples of Prison-Linked Time Banks

Fair Shares and HMP Gloucester

Fair Shares is a time bank in Gloucester which was first in the UK to introduce time banking to prisons. A time bank was established within HMP Gloucester in 2004 and continued until the prison closed in 2013. The purpose of the establishment was to keep prisoners engaged with their families and friends in their pre-existing communities through the process of contributing to the family unit by making donations of time credits to their families, which were earned whilst serving time in the prison.

Prisoners in HMP Gloucester started earning time credits by repairing bicycles for the public's use. For an hour of work they would receive one time credit which they could then donate to Fair Shares time bank. This time bank was also able to provide prisoners with special certificates once they had reached a certain amount of hours. The feedback from the certificates was excellent because for many prisoners this was also the first certificate they had ever received. Visits from an outside time bank also allowed a nice opportunity for the time broker to feed back about the work being done in the community due to the hours donated by the prisoners. What is more, by engaging in time banking prisoners developed their skill set.

Later on, The Shannon, The Samaritans and Toe by Toe schemes were introduced and prisoners had even more opportunities to earn time credits. Overall, Fair Shares time bank states that prisoners had a great opportunity to give something back to the community and to feel good about themselves. Since HMP Gloucester had such a good practice, other prisons in the UK started setting up time banks as well.

At the moment, Fair Shares are looking into renewing their prisons project by establishing new time banks in prisons in the South West of England³⁵.

³⁵ Fair Share (2013) *Time Banking in Prisons: Fair Share Initiative*, Available Online: http://www.fairshares.org.uk/files/1413/8919/4329/Time_banking_and_prisons.docx, [Accessed: 17/08/2015].

Castlemilk and HMP Shotts

Castlemilk is a time bank based in Scotland. In 2007 this time bank received a donation from a trust in order to set up a prison-linked time bank in Scotland, similar to that in HMP Gloucester. Following this, a time bank was established within HMP Shotts. Prisoners there still volunteer their time through the Samaritan listeners' scheme and get time credits in return. They can then donate the time credits to Castlemilk time bank for its members or for their family's use. Castlemilk community members used the donated hours by getting help with shopping, ironing and basic DIY.

The Castlemilk project was also extended by establishing time banks within Barlinnie, Kilmarnock, Glenochil and Open Estate prisons. Among these prisons, hundreds of voluntary work hours are recorded every year and as so hundreds of people benefit from prisoners' voluntary work.

Between 2013 and April 2015 prisoners donated over 1400 time credits.

For a prison project and other good works Castlemilk was rewarded by some impressive awards:

In 2007 – The Local Heroes Award from the Evening Times

In 2008 – The Queen's Golden Jubilee Award for Voluntary Services

In 2009 – The Butler Award (Community Justice Partnership).

Unsuccessful Prison-linked time bank projects

Prisons and their structures vary from one to another and so does the success of prison-linked time banks. HMP Polmont had an idea to engage the prisoners in drama in order to encourage them to earn time credits. Unfortunately, due to changes in staff and funding issues this project was not carried forward.

HM Prison Perth used to have a time bank there and prisoners volunteered by giving each other support through mentoring, listening and tutoring. However, the prison staff member who was mostly interested in time banking left the prison and so the project did not continue and eventually stopped.

HM Prison Edinburgh had an opportunity to take part in a scheme for time banking in prisons, but decided not to even though the governor liked the idea and gave his support.

These examples show that not all of the prison-linked time banks become popular among the prisoners and succeed as well as Castlemilk or Fairshares. Most of the time, this is due to changes in staff and a lack of continuity.

HMP & YOI Prison Cornton Vale Feasibility Research

Roots of the Research

In May 2014, Stirlingshire Voluntary Enterprise (SVE) was contacted by HMP YOI Cornton Vale prison in Stirling in search of support in order to establish a time bank within the prison. Due to the extent of the proposal, SVE decided to first of all carry out a feasibility study to ascertain whether or not there were enough resources within the prison and interest among the offenders.

SVE sought funding from Third Sector Internships Scotland (TSIS) for 50% of the project cost to employ a part-time, temporary member of staff to conduct a research project, which they managed. The remaining 50% of the cost of the research was funded by the HMP YOI Cornton Vale prison. This financial contribution demonstrated to SVE that there existed a structure of support and willingness within the prison to support the research. In February 2015, Agne Tamaliunaite, a University of Stirling student, started working within SVE with the remit of conducting a feasibility research study on time banking in HMP YOI Cornton Vale.

The Beginning of the Research

As the researcher did not have any previous knowledge of time banking, the study started as general information and fact gathering about the time banking process and various time banks and time brokers already operating. It was quickly discovered that there are a number of time banks across Scotland, six of them working in collaboration with prisons. A number of meetings with various time brokers were held in order to explore the features of the different time banks and the potential for collaboration with HMP YOI Cornton Vale.

The researcher helped to organise and attended Scotland's Time Banking Conference to learn from different time banks and get involved in discussions, as well as to promote the HMP YOI Cornton Vale pilot study. A lot of information was gathered from time banking trustees and time brokers from various areas of Scotland: Aberdeen, Edinburgh, Glasgow, Dundee, Perth, Argyle & Bute, Highlands and Dumfries and Galloway. Edinburgh, Glasgow and Perth time brokers also shared their experiences of time banking within the prison institutions.

In order to get an insight into how time banking can influence the lives of people serving custodial sentences, an in depth literature review was carried out focussing on existing evidence of the ways in which volunteering can improve a person's well-being and reduce re-offending rates. A meeting was set up with the representatives of the Community Justice Policy Unit to discuss the current policies on rehabilitation and the implementation of the time banking project. A suggestion was made to look into 'purposeful activity' documents and reports as well as to follow up related researches.

The Feasibility Study: Prison Linked Time Bank in HMP YOI Cornton Vale

The research started with a general discussion among SVE and HMP YOI Cornton Vale staff about volunteering opportunities for prisoners in HMP YOI Cornton Vale. It was discovered that prisoners have a lot of paid work opportunities and that they have quite busy schedules, except during weekends when they have visitors coming in. We also learned that HMP YOI Cornton Vale is open for various suggestions in relation to volunteering opportunities for prisoners. After being overcrowded in 2009, which led to limited purposeful activities for prisoners being made available, including rehabilitative programmes, HMP YOI Cornton Vale in conjunction with Scottish Prison Service made huge strides in improving prisoners' experiences and standards of living. By 2015 numerous activities and opportunities had been introduced for prisoners, allowing them to earn payment for tasks, such as: running the laundry, cooking, repairing bicycles, doing gardening, hairdressing, running fitness classes and cleaning. This, of course, meant that a number of prisoners chose work placements instead of other activities but volunteering remained as an option as well.

Prisoners at HMP Cornton Vale have many paid job opportunities compared with other prisons.

Volunteering and HMP & YOI Cornton Vale

HMP YOI Cornton Vale support volunteering opportunities for prisoners and encourage them to become engaged with different purposeful activities. Volunteering is seen as one of many ways to approach rehabilitation and to empower prisoners to use their skills and knowledge within a prison institution.

Example:

HMP Cornton Vale supports the Samaritan Listeners scheme, which operates as a peer support service with an aim to reduce feelings of depression and even, in a number of instances, self-harm and suicide. Well-trained listeners are there to support those who are struggling to cope. One released listener stated that³⁶:

● ● ●

To empower prisoners to do something good in a place they have been sent to for doing bad –now that is a great gift.

● ● ●

³⁶ Jaffe, M. (2011) *A Listener Lives here: The Development of Samaritan's Prison Listener Scheme*, Samaritans, Available: <http://www.samaritans.org/sites/default/files/kcfinder/files/The%20development%20of%20Samaritans%20listener%20scheme.pdf>, [Accessed: 03/08/2015].

This citation proves that some offenders value the opportunity to show the positive side of their personality. In other words, such volunteering opportunities help prisoners to overcome the negative stigma which comes with the 'prisoner' label. At the time of research, there were three trained Samaritans within HMP YOI Cornton Vale who were offering help through listening to fellow inmates. Prison staff believe that this kind of volunteering teaches listeners to value life and to be a support for those who are seeking for help. As volunteers, they are not paid and do not get any form of privileges.

Improving Prisoners' Experiences with Time Banking

There is clear evidence that volunteering works within a prison institution to reduce reoffending, and as such time banking could be said to offer even more potential for improved well-being among female prisoners as it provides the added opportunity of connecting to others and being part of a community.

Female offenders usually have slightly different experiences from those of men in the prison system and so they require a different approach to rehabilitation³⁷. The literature review revealed a number of documents which referred to women in particular experiences in prisons. 'Female Offenders' 2013 survey asked prisoners all kind of questions related to their imprisonment and living in prison³⁸. The list below states prisoners' most rarely felt feelings and how this can be improved by time banking:

Mental Health and Well Being: Lack of Feelings	How Time Banking Can Improve Mental Health and Well-being
Feeling Useful	Time Banking can empower people to feel useful by encouraging them to volunteer and help other prisoners. By allowing offenders to make time credits donations, it allows them to help more people and so feel even more useful.
Interested in Other People	Time Banking reinforces new relationships. Prisoners interact with each other while volunteering in prison and also meet a time broker from outside the prison.

³⁷ Currie, B. (2012) Women in Prison: A Forgotten Population? *Internet Journal of Criminology*, Available: http://www.internetjournalofcriminology.com/currie_women_in_prison_a_forgotten_population_ijc_dec_2012.pdf, [Accessed: 05/08/2015].

³⁸ Broderick, K., McCoard, S., Carnie, J. (2013) Female Offenders: 14th Survey Bulletin, Research Strategy and Innovation.

	A time broker then lets them know the stories about the people who benefit from time banking outside the prison and so gets prisoners interested in other people's lives.
Feeling Good about Myself	Volunteering – helping and supporting someone without getting any payment or support in exchange usually makes people feel good about themselves. Giving without expecting anything in return reinforces individual's generosity and motivation; gives a sense of achievement ³⁹ .

Time banking is also shown to help address women offender-specific feelings of distress. Female prisoners in particular lack contact with their families and friends due to the geographic location of the prison and their family make up⁴⁰. An average distance between prison and home for female prisoners is 60 miles. Also, quite often women are the ones nurturing family ties but, once she is imprisoned, men often make less effort than females to maintain a close relationship⁴¹. Time banking offers the possibility for women to maintain family relationships by providing relatives with help through the donated time credits that they can use. Of course, in order to guarantee this possibility, the establishment of more time banks is required across Scotland.

A Pilot Study: Time Banking and HMP & YOI Cornton Vale

The SVE Researcher and HMP YOI Cornton Vale staff, decided to first of all educate prisoners and prison staff on what time banking is, how prisoners can benefit from it and the kind of activities that they could do. In order to do so, informational leaflets were produced promoting time banking.

Presentation

Afterwards, a power-point presentation was prepared and a date was set to invite prisoners and staff to a presentation to learn about time banking, as well as providing an opportunity to ask questions and express an interest in getting involved. Twenty-eight prisoners and a few members of staff attended and, according to staff members, this represented a strong attendance for such an event, keeping in mind that prisoners have work duties and other on-going activities at all times.

The presentation informed prisoners about time banking, its outcomes, volunteering activities, how time banking can work in prison and how prisoners, as well as their families and friends, could

³⁹ World Volunteer Web (2005) *Benefits of Volunteering*, Available: <http://www.worldvolunteerweb.org/resources/how-to-guides/volunteer/doc/benefits-of-volunteering.html>, [Accessed: 30/07/2015].

⁴⁰ Lynn, S. and Gobeil, R. (2015) *Effective Interventions for Women Offenders: A Rapid Evidence Assessment, Analytical Summary*, NOMS.

⁴¹ Women in Prison (2013) *State of the Estate - Women in Prison's Report on the Women's Custodial Estate 2011-12*, London: Women in Prison.

benefit from it. Attendees also had an opportunity to express their views and thoughts about time banking. Some prisoners showed an interest in joining a time bank after the release from prison; others were worried about their criminal records; some became really passionate about the idea of helping their relatives by volunteering within a prison; while others did not show much interest.

Questionnaires

After the presentation prisoners were asked to answer a short questionnaire about volunteering and time banking (see appendix A). This questionnaire was constructed with the main purpose of informing us if attendees currently volunteer within the prison, if they have voluntary experience and to find out their views on time banking. An examination of the questionnaire is situated on page 25.

A Plan for a Pilot study

In order to inform the feasibility of a time bank within HMP YOI Cornton Vale, a pilot study was proposed to encourage prisoners and staff to give it a go and engage in volunteering activities. It was planned to get in touch with those prisoners who expressed interest in time banking (6 said yes to time banking, 7 said maybe) once again to ask them if they were still interested and if they have any voluntary activities in mind that they could do.

Additionally, in case a pilot time bank was set up and prisoners did start earning time credits, we planned to have a member of staff responsible for contacting the researcher regarding what kind of volunteering offenders did, how long for and what they would like to do with those credits (spend themselves; donate to random or specific time banks). It would not be possible for one member of staff within the prison to follow up each of the potential volunteers, so additional support would have been needed from other staff members in order to have up-to-date information. In case offenders wanted to donate their time credits, relationships with other time banks across Scotland were established and some were keen to accept the donations, as well as provide feedback about the use of them.

In case offenders wanted to donate their time credits, relationships with other time banks across Scotland were established.

Lastly, a feedback session was considered to tell prisoners about how their time credits reached other people who were in need of some kind of support and how much prisoners' donations meant to them. The feedback session was also planned to be the concluding event of the feasibility study and the outcomes would have shown if a long-term time bank could be established or not. Unfortunately, a pilot study was not carried out because of the reasons stated below.

Why a Pilot Study Was Not Conducted

A member of staff in HMP YOI Cornton Vale contacted prisoners to identify if those who expressed an interest in time banking were still interested; if their sentence was long enough for them to get involved; if they could do some particular volunteering activity and what they would like to gain

from time banking. Also, all of the attendees from a time banking presentation were thanked for their participation. So, what we found out about the interested offenders was:

- Half of the prisoners were not eligible to take part in the study as they were not staying at HMP YOI Cornton Vale for long enough (until mid-August 2015).
- A few of them were not interested in time banking anymore.
- Prisoners who were interested were not volunteering at the time of the research and volunteering opportunities could not be up and running whilst the research inter was in post.

Accordingly, we were left with no eligible participants for a pilot study. However, this was just a snapshot study and as the prison population of HMP YOI Cornton Vale is changing rapidly we cannot say that a time bank is not feasible there. If there were any changes in the numbers of prisoners, there could, at some point, be more volunteers within the prison who would like to get involved in time banking, but at present this is not the case, as most prisoners preferred paid job opportunities to volunteering. Additionally, compared to other Scottish prisons, HMP YOI Cornton Vale has fewer prisoners and so there was likely to be less of them interested.

The Outcomes of Prisoners' Questionnaires

Questionnaires (see appendix A) were filled in by 28 prisoners, however only 18 gave informed consent and made their answers eligible for the study's use. The questionnaire was designed to be short and easy-to-manage in order to overcome the disparity in levels of literacy among prisoners.

Research Sample

A variety of prisoners showed up to the time banking presentation: different ages, with different custodial sentences and different experiences in volunteering. This variety of prisoners means that the study sample was varied, although not all prisoners had an opportunity to attend due to other commitments. On the other hand, the smaller turnout enabled SVE representatives to have one-to-one discussions with prisoners.

After the collection of the questionnaires, all the answers were translated into variables in order to use SPSS (Software Package for Statistical Analysis) for our small data analysis.

Experience in Volunteering

From the number of prisoners who attended the presentation, the majority of those who completed the questionnaires had previous volunteering experience: 50% volunteered formally within recognised organisations and 17% volunteered informally. However, just one inmate who attended the presentation was volunteering at Cornton Vale at the time of the study.

Some prisoners also shared what kind of volunteering experience they have: being an active play leader; working in a charity shop; helping out at the community centre and doing gardening; listening.

Feelings about Volunteering

When asked about how volunteering benefits them, prisoners had a choice to tick as many options from a list as they wanted to. The most popular were (in order):

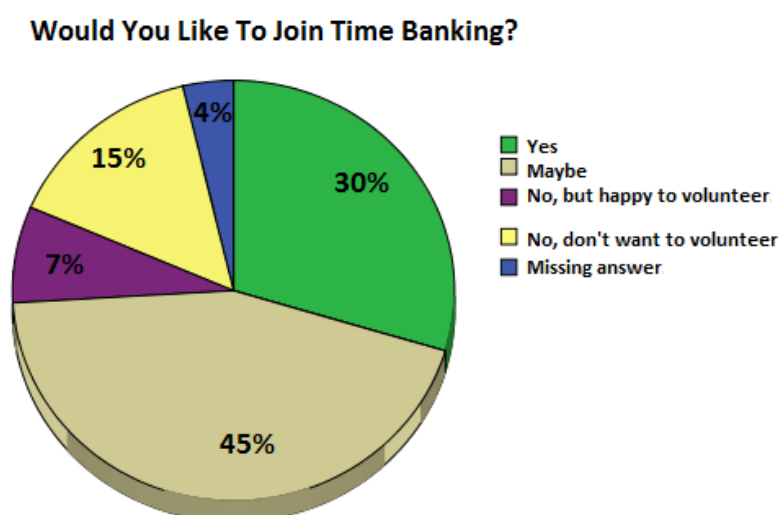
- ✓ Makes me more confident;
- ✓ Allows me to meet new people;
- ✓ Cheers me up;
- ✓ Gives a sense of achievement;
- ✓ Involves in the community.

Of course, we cannot take this finding for granted as different respondents had different types and lengths of volunteering experience. However, we do know that prisoners understand the kind of positive impact voluntary activities have on them.

Furthermore, it is interesting to see that prisoners chose to tick 'involves in the community' option, which proves that they do recognise the improvements in the relationship between citizens and the community which was made possible through volunteering. This is one of the main things that time banking is focusing on as well. In addition, meeting new people was seen as one of the most positive outcomes, which again shows that prisoners are open-minded and eager to engage with strangers.

Interest in Time Banking

Once prisoners became familiar with the time banking concept and understood how they can get involved, they were asked if they would like to join time banking. The results are provided in the chart below.



Three quarters of the presentation's attendees did express an interest in time banking. Thirty percent said 'yes' meaning that they would like to try out time banking right away. Another forty-five said 'maybe' which means we did get their attention and curiosity. Among those who did not

want to try time banking, more than half were not interested in volunteering at all which could mean that the lack of interest in time banking comes from the lack of interest in volunteering.

These responses were also used after the presentation to get in touch with prisoners and to thank them for attending the presentation; as well as to encourage those, who expressed interest, to join a pilot time bank.

What do Prisoners Seek from Time Banking?

It was important to find out which aspects of time banking are the most important and attractive to prisoners so that we would know how a time bank in prison should be shaped and organized according to prisoners' views. The presentation informed them about the various features of time banking and different ways in which they can spend their time credits. Accordingly, we asked the attendees to indicate how important (very, fairly or not important) the factors mentioned during the presentation are to them. The table below indicates a summary of their answers:

Table 1

If you would like to take part in time banking, how important would each of the following factors be?

	Very Important	Fairly Important	Not Important
To know who benefited from by donated time credits	4	6	4
Being able to donate time credits to my friends/family	6	5	3
Being able to use time credits myself in prison	2	7	5
Being able to donate to my home community	4	8	2
Being able to use the time credits myself after the release	3	6	5
Being able to continue volunteering after the release from prison	4	7	2
Getting some kind of acknowledgment (e.g. a certificate)	2	7	5

N=18 (some answers are missing)

Prisoners' answers show that the *most* important factors are:

- Being able to donate time credits to their home community.

We told prisoners that if there is a time bank within an area they are from, they could donate the time credits to that time bank and so help to nurture their own community. It seems that prisoners liked the possibility of making this kind of connection with a home community, to give something back to it.

It is important for prisoners to donate time credits to their home communities and also be able to volunteer after their release.

- Being able to continue volunteering after their release.

We suggested that after having some volunteering experience in the prison, inmates can try to continue doing that after release. Some time banks do support ex-prisoners and allow them to join a time bank. However there is a need for more volunteer opportunities for ex-offenders to be supported and promoted by the Scottish Government, Third Sector Interfaces and funding bodies.

The *least* important factors of time banking in prison are:

- Being able to use the time credits themselves in prison.

We suggested prisoners make exchanges of favours among themselves whilst in prison. This could work as an ordinary time bank within a smaller prison community. Prisoners were not in favour of this factor commenting that they would prefer to volunteer than to gain some help themselves. They also stated that they could help each other without considering it as time banking.

- Being able to use the time credits themselves after their release.

We suggested prisoners use an opportunity to donate the time credits to their home community's time bank and after the release join the time bank to spend the time credits they earned. This suggestion was made due to the short-term nature of some sentences and that they might need some kind of support after their release.

Offenders do not prioritise to spend the time credits themselves or gain the certificates.

- Achieving acknowledgment.

We told prisoners about the other time banks in prisons and how the prisoners attend feedback sessions where they receive certificates to indicate how many hours they have volunteered. Our suggestion was to do something similar in HMP Cornton Vale. Officers supported this idea by saying that they usually like to be told that they are good at something. However, survey results indicate that this is not the prisoners' priority.

Conclusion

This short questionnaire allowed us to gain an insight into female prisoners' volunteering experiences and their attitudes towards time banking but, due to a limited number of respondents, the questionnaire was not fully representative. Also, we cannot generalise that these findings give an impression of the whole Scottish prison population, not just because of the lack of respondents, but also because they were received from an all-female group. Nevertheless, we found out some of the prisoners' attitudes towards time banking and their expectations. This means that we have some useful evidence showing prisoners' interests in time banking and its various aspects. This information will be useful for people seeking to set up time banks in other prisons.

The Outcomes of the Research in HMP & YOI Cornton Vale

HMP YOI Cornton Vale staff were supportive in the process of this research. They saw the benefits of time banking and were willing to carry the project forwards in case some prisoners were interested. At the same time, they were careful and did not want to raise expectations amongst prisoners, especially given the short term nature of the Feasibility Study Research Intern employed to conduct the pilot study. Before carrying out the pilot study, prison staff wanted to make sure that those prisoners who were interested in time banking were actually volunteering within the prison and that their time credits would reach places of their choice. This level of care taken in trying not to disappoint and let down prisoners, who already have difficulties with trust and self-confidence, hugely influenced the research process and so the pilot study did not proceed.

Considering the number of prisoners who were interested in time banking, we were disappointed that a pilot time bank was not set up. The reasons for that were short prison sentences (60% serve six months or less⁴²), lost interest and a lack of prisoners who are already volunteering and the short-term nature of the research post. If we were able to find new volunteering opportunities for prisoners within the prison, then it would have been easier to set up a time bank. However, given the duration of the research intern's post, there was not sufficient time and resources to find new activities for prisoners while also carrying out a pilot time banking study. This could have been overcome by either continuation of the Research Intern's post or expanding the remit of someone within HMP YOI Cornton Vale to include developing volunteering, which itself would have been a challenge given the numerous paid opportunities prisoners have.

Even though a time bank was not established in HMP Cornton Vale in summer 2015 due to short custodial sentences, many paid work opportunities and the short duration of the project; it wouldn't be challenging to do so in the near future.

⁴² Hedderman, C. (2012) *Empty Cells or Empty Words, Government Policy on Reducing the Number of Women Going to Prison*, London: Criminal Justice Alliance.

Even though a time bank was not established at the time of the research in HMP YOI Cornton Vale, we cannot say it would not be possible to do that in the future. The female prison population is rapidly changing, so even though there were not many possible time banking volunteers in 2015, it could change in the near future. Also, the staff from HM YOI Prison Cornton Vale is now well aware of time banking and they could take control of setting one up if there was any interest. Time banks that have established relationships with other prisons across Scotland could also offer the necessary support.

Setting Up a Prison-Linked Time Bank

This section will outline what is needed in order to set up a prison-linked time bank. The recommendations below are established according to the findings of the feasibility research at HMP Cornton Vale and research into the success and failure of other prison-linked time banks.

Interest and Motivation

In order to guarantee as flawless process as possible during the establishment of a time bank, there has to be enough interest and motivation from prison staff as well as from prisoners. If a time broker is the person establishing a prison linked time bank, he or she needs to make sure that prison staff and prisoners are informed about time banking and that they are interested. The harder it is to develop collaboration between prison staff and a time bank, the less interest there might be. On the other hand, prison staff might be interested in time banking but prisoners might not be, or the other way around, so the time broker needs to find out if both staff and inmates are interested enough to develop a prison linked time bank. Furthermore, individuals in prison and the related time brokers need to be motivated to achieve the mutual aim as it might be challenging and take a long time.

Volunteering Opportunities

Time banking in prisons is usually based on the existing volunteering activities and does not modify them with fundamental changes. Thus, before the establishment of a time bank, knowledge about existing activities needs to be established. Within a prison there is normally someone responsible for the coordination of various free time activities so it would be best to get contact that person to ask them to assist with assessing prisoners' interest. Of course, in the best case scenario time banking would be offered to all the prisoners; however, it might be challenging to

find additional volunteering activities. Once it is known who is currently volunteering and how often, it should be easier to get in touch with the specific group of prisoners who would be able and more likely to get engaged.

Time

The process of establishing a time bank can be long due to various factors. For example, strict operational rules of the prison and the time needed to find interested prisoners as well as to make connections with various time banks that could accept time credits donations. The amount of time taken also depends on the number of people involved in the process and their availability, so when outlining a time scale, all of these factors have to be considered.

What is needed within a Prison?

- A motivated staff member who would be willing to take responsibility of contacting a time broker outside the prison or in various time banks.
- Other staff members who would track prisoner's hours of volunteering and pass on the information to the person mentioned above. Prison officers are usually noting prisoners' activities throughout the day anyway so they should not have much additional work.
- Prisoners who are interested in time banking and who regularly or at least occasionally volunteer.

What is needed outside the prison?

- A time broker who can help prison staff to run a time bank within the prison and distribute the donated time credits. This person should also provide the prisoners with feedback on how their time credits are spent by other people. Of course, a prison-linked time bank could be run by a member of the prison's staff but it should be considered that this person would need extra work hours dedicated to time banking.
- Time banks that are willing to accept and use the donated time credits and provide feedback to prison.

Prisoner's needs

It is important to note that a time bank within a prison should be established for the benefit of the prisoners, and not for the prison staff or a time broker. As follows, regular discussions with prisoners should take place to find out about what they are expecting from time banking and to what extent they are willing to participate. Research in HMP YOI Cornton Vale showed that prisoners might have different expectations of time banking compared to those who are trying to establish it. What is more, there is disparity in prisoners' personalities as well as needs and so a

time bank might be shaped according to that and so might need to change over time in response to the changing prison population. Overall, in regards to varied prison populations, what works in one prison-linked time bank might not work the same way in another.

Structure

Structure is an important aspect of a time bank within a prison as there might be a few people involved in the process who do not necessarily keep in touch with the others at all times. In order to avoid misunderstandings and delays in the exchanges of time credits, both prison staff and time brokers outside the prison need to have some sort of agreement about the procedures of time banking. For instance, prison staff need to indicate how frequently they can pass on the information about the prisoners' voluntary work and a time broker needs to clarify how long it will take to prepare the feedback sessions for the offenders. Essentially, prisoners will also want to know how soon their time credit donations will be used and when the next feedback session is going to take place.

Feedback sessions

Feedback sessions in prisons are usually ran by the time broker facilitating the prison-linked time bank. These sessions gather prison staff, prisoners and sometimes even their families together to hear about the last period (which could be two to six months) of time banking and its outcomes. The material shared during the session includes:

- The summary of information about the prisoners' voluntary work and the length of it.
- Prisoners' thoughts on time banking and their involvement. They might also share with everyone what kind of feelings time banking brings about.
- Information about which communities the time credits are donated to.
- Information about how and by whom the donated time credits are spent. The time broker might also gather pictures or videos of the time bank members spending the prisoners' time credits. It might also be possible to interview those who benefit from the prisoners' voluntary work and let the offenders know how much their work means to other communities.

Costs

A prison-linked time bank does not need to have any additional costs to the prison or to the related time bank. With regards to other prison experiences, prison staff are being evolved into time banking procedures as a part of their ordinary work hours and a time broker is being funded for his or her work within an outside time bank (which is usually funded by various foundations). On the other hand, a time broker might also be un-paid volunteer gaining time credits for his or her work.

Evaluation

Evaluations of the prison-linked time banks are needed in order to make sure that prisoners are feeling the benefits of time banking; and that everything is running smoothly. Also, critical evaluation will show where prisoners, prison staff or time brokers can make improvements and what is needed to be adjusted. Evaluations with a combination of case studies can also be kept as outstanding proof of successful work and be shared with other institutions.

Future Recommendations

Time banks

Currently there are about 20 time banks across Scotland and even more in the UK. However, these are usually based in the larger cities or towns and so many other areas do not have any time banks at all. In order to make prison-linked time banks more successful, there needs to be more time banks across the country which could then make connections with prisons through the process of time credits donations. A higher number of time banks would lead to even more benefits to prisoners, as their families and friends would benefit from the prisoners' voluntary work more easily. The more time banks there are means that more people will benefit from them. In order to achieve a higher number of time banks, the current ones need more support and funding which would allow them to evolve and spread across the different communities.

Transition Services

Ex-offenders are in need of support in transition back to their communities. More services are required to address ex-offenders problems and to help them to find employment and accommodation. Volunteering opportunities for ex-offenders, supported by various Third Sector Interfaces (TSIs), could be one of the means to achieve the required skills for accessing employment. Volunteering can also help ex-offenders to meet new people and make new, positive relationships outside of the prison. Accordingly, more money and resources should be invested into third sector projects which support the healthy transition from prisons back into communities.

Research

This short study shows that there are many interesting and important aspects of time banking in prisons. Prison linked time banks:

Contribute to the reduction of reoffending rates;

Improve individuals' self-worth;

Empower individuals to use their own assets;

Encourage people to seek support and help themselves as opposed to just volunteering;

Create new links within and among the communities.

In order to certify these claims, the researcher recommends conducting a study of greater scale into time banking from a more detailed perspective, analysing the lives of ex-prisoners who have and have not participated in time banking and evaluate how it might have changed their criminal attitudes. The continuity of this kind of research would allow the researcher to confirm or deny the theoretical claims made in this report about the extent to which time banks can contribute to reducing reoffending by exploring the practical evidence.

Appendix

Timebanking Survey

What is Timebanking?

'Timebanking' is volunteering based on the exchange of favours, so if you help someone for an hour, you will receive one time credit which you can then use to receive a favour from someone else, and not necessarily the same person. Learn more about Timebanking by picking up an information leaflet from your personal officer.

About this Survey

This survey seeks to find out your attitudes towards volunteering in HM Prison Cornton Vale and your interest in being involved in a pilot timebank. The information gathered will be used to determine the possibility of establishing a timebank within the Cornton Vale prison.

Any information you disclose will be treated anonymously and confidentially. Your personal details and any other information will not be used in the presentation of data. You also have the right to withdraw your participation from the research at any time.

Please tick if you agree:

I have read and understand the above statement. I consent to my participation in the research.

Questionnaire:

Section A

Q1: Before coming to Cornton Vale Prison, did you ever volunteer? (Tick all that apply)

- Yes, occasionally but not through an organisation.
- Yes, regularly, but not through an organisation.
- Yes, I volunteered through a recognised organisation.
- No, I have never volunteered before.

Q2: Have you ever volunteered at Cornton Vale Prison? (Tick all that apply)

- Yes, I currently volunteer within Cornton Vale Prison.
- Yes, I used to volunteer within Cornton Vale Prison but I don't any more.
- No, I have never volunteered within Cornton Vale Prison.
- No, I never volunteered in Cornton Vale Prison or anywhere else (Skip to section B).

Q3: Please tell us about your volunteer experience - what volunteer activities are/were you involved in and who did you help?

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Q4: How has volunteering benefited you? (Tick all that apply)

- Makes me feel needed. Allows me to meet new people. Gives a sense of achievement
- Cheers me up. Improves my skills. Introduces to new interests.
- Makes me more confident. Contributes to my work experience. Involves in the community.

Other:.....

Q5: How often do you currently volunteer?

- I do not currently volunteer.
- Once or less a week.
- Few times a week.
- Every day.

Section B

Q1: Would you like to take part in timebanking? (Please tick the most appropriate response)

- Yes.
- Maybe, I'm not sure yet.
- No, I'm happy to volunteer but do not want to be involved in timebanking.
- No, I don't want to volunteer.
- I don't understand what timebanking is.

Q2: If you would like to take part in Timebanking, can you think of activities you can volunteer in? Eg. Active listening, helping to write a letter or CV, teaching knitting, writing for a newsletter etc.

- Yes.
- Maybe.
- No, I cannot think of anything I would like to do.

Q3: If you would like to take part in timebanking, how important would each of the following factors be? (Tick a box that applies best for you)

	Very Important	Fairly Important	Not Important
1. To know who benefited from my donated time credits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Being able to donate time credits to my friends/family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Being able to use time credits myself in a prison	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Being able to donate to my home community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Being able to use the time credits myself after the release	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Being able to continue volunteering after release from prison	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Getting some kind of acknowledgement (e.g. a certificate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q5: Please tell us in your own words why you would like to be involved in timebanking or why not. You could also add any comments or ideas you would like to share with us.

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Thank you for participation

